

Question 1 (10 points)

Under the ADEA, which of the following are potentially NOT covered?

Question 1 options:

Forced retirement due to age

Hiring a younger worker over a more-qualified older worker

Not hiring a person with a disability

None of the above

Question 2 (10 points)

Which of the following would be considered a major life activity under the ADAAA?

Question 2 options:

Hearing

Reading

Walking

All of the above

Question 3 (10 points)

If a public school fires a coach who chooses to pray alone on the field immediately after the game, would they be in violation of the law?

Question 3 options:

Yes, this is a violation of his First Amendment and Title VII rights.

Yes, this is a violation of his First Amendment rights only.

Yes, this is a violation of his Title VII rights only.

No, there is no violation of his rights because he spoke as a public employee when kneeling on the field immediately after the game.

Question 4 (10 points)

Which of the following are the two theories of liability for employment discrimination under Title VII?

Question 4 options:

Disparate ability and disparate treatment

Disparate treatment and disparate impact

Injunctive relief and pretext

Inference and pretext

Question 5 (10 points)

Which of the following may be considered in determining whether a sexually hostile environment exists?

Question 5 options:

The frequency of the offensive conduct

The severity of the offensive conduct

Whether the conduct unreasonably interferes with the employee's work performance

All of the above

Question 6 (10 points)

A country club manager withholds a pay raise for a golf pro because the golf pro would not engage in a sexual relationship with her. This is an example of which of the following?

Question 6 options:

Hostile environment sexual harassment

Quid pro quo sexual harassment

Disparate impact discrimination

Reverse discrimination

Question 7 (10 points)

Under Title VII's McDonnell Douglas burden shifting framework, pretext is:

Question 7 options:

A sham or false reason disguising intentional discrimination

An LNDR

A prima facie case

None of the above

Question 8 (10 points)

Which of the following is the reason why a YMCA's activities director may not ignore the cultural differences of her employees related to ethnicity or religion?

Question 8 options:

The antidiscrimination laws are given greater weight in the context of recreational services

The Fourth Amendment protects her employees

Title IX protects her employees

Title VII protects her employees

Question 9 (10 points)

A defendant (employer) in a disparate treatment employment discrimination lawsuit must offer proof that the decision to not hire or not promote the plaintiff (employee) was justified based on which of the following reasons?

Question 9 options:

For some legitimate nondiscriminatory reason

Based on a cultural norm

Because of pretext

For prima facie reasons

Question 10 (10 points)

In Stanley v. USC, which of the following was NOT used as justification for Coach Raveling's higher salary?

Question 10 options:

Years of coaching experience

Revenue generation

National Championships

Public speaking responsibilities